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TEAMSTER CONVOY DISPATCH

® 109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 — August 1989 #89

Raids Teamster Jobs Into His Bakery Union!

Friedman's Be-Mac Deal Sells Labor Cheap to Shore Up Falling Empire

Be-Mac Transportation got the deal of a lifetime when it moved into the empty Pilot Freight terminal in Richfield, Ohio. This Midwest-based NMFA employer is bound by Article 2, Section 3(b) to follow the NMFA and all supplements at a new terminal. But Be-Mac happened to be at the right place at the right time, receiving a deal it couldn't refuse from Bob Kavalec, IBT International Rep and business agent in Cleveland Local 507, and Harold Friedman, International VP ("on leave"), president of Local 507, and president of the Bakery, Confectionary and Tobacco Workers' International Union Local 19.

Top Scale of $10 Per Hour

Friedman, already convicted of embezzlement of union funds from Local 507 and on his way out of the IBT, has seized the opportunity to begin expanding his other empire in Bakery Workers Local 19. Undercutting the NMFA, Kavalec and Friedman offered Be-Mac the sweetest of sweetheart deals.

The new contract with Be-Mac includes a top scale of $10 per hour with employees waiting 10 months before receiving any insurance. All employees serve a 180-day probation period during which they can be fired at will with no access to any grievance procedure. The contract also contains other atrocities.

Why Raid IBT Jurisdiction?

How could top Teamster officials on the International payroll raid their own union and create the lowest-paid union drivers in the freight industry? The answer is greed. Friedman will almost certainly lose his four positions in the IBT due to his recent conviction in the ghost-employee scam. Kavalec, too, could possibly be facing expulsion from the IBT as a result of federal investigations and the investigations of the new court-appointed watchdogs of the IBT. Kavalec and Friedman seem to be moving their operations out of the Teamsters and into the Bakery Workers union!

Although Bakery Workers Local 19 is an affiliate of another International union, it shares office space, clerical staff, pension and health and welfare funds, some business agents and local

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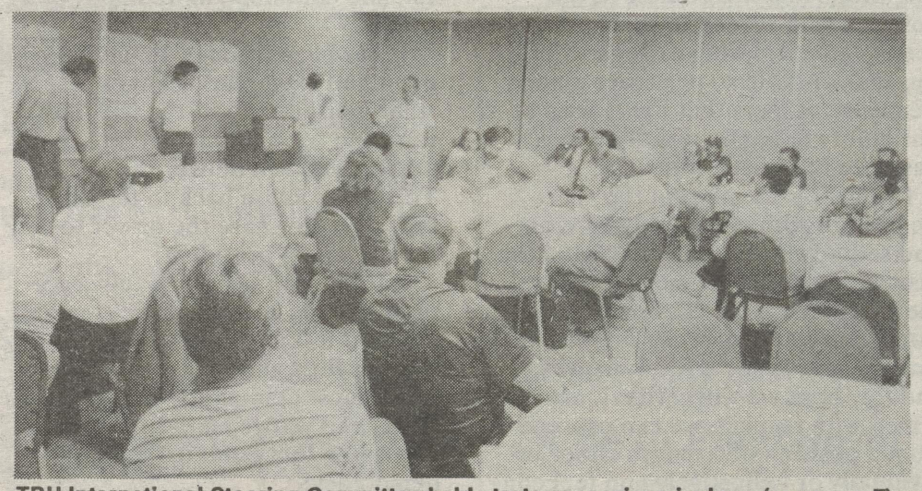

TDU International Steering Committee held strategy sessions in June (see page 7).

Local 638 Teamsters Show Solidarity With Rank and File of Other Unions

Drivers at *Star Tribune* in Minneapolis Reject Union-Busting Contract Offer

The rank and file in North America are organizing, fighting back and increasingly joining together with their brothers and sisters in other unions to bring the full impact of union solidarity down upon intransigent employers. In our own Teamsters union, rank and file members are not just looking for new leadership, they are providing it, acting as the leading engine of the labor movement. The purpose of our union is to unite the membership for the protection of the whole. "An injury to one is an injury to all" is not a slogan, it's an oath. The newspaper drivers of Teamsters Local 638 and the brothers and sisters of the nine other unions at the Star Tribune in Minneapolis renewed this oath.

Teamster drivers at the *Star Tribune* in Minneapolis scored a major victory July 17, voting down a tentative agreement that would have required them to go through other unions' picket lines at the newspaper.

Members of Teamsters Local 638 turned down the tentative pact by a vote of 148 to 49 in an extraordinary show of strength by the rank and file. The proposal had had the recommendation of the negotiating committee.

The vote came after a major "Vote No" campaign by drivers of the newspaper, collaborating with other newspaper unions and Teamsters throughout the Twin Cities. It represented a major defeat for the Star Tribune Co., which had attempted to force the union-busting proposal down the throats of the Teamsters.

Local 638's contract was not scheduled to expire till 1992. But the company recently met with the negotiating committee of the local in an attempt to extend the contract from 1991 to 1997, with a provision that stated that the drivers would be required to go through picket lines at the newspaper. After the committee reached a tentative agreement, word got out, and it caused an uproar among the other newspaper unions.

Teamster drivers are considered the critical union at the newspaper because they are the people who deliver the paper. Without the support of the Teamsters, the other nine unions at the newspaper would have a difficult time winning anything in their negotiations.

In a major rank and file effort, petitions were circulated among the various unions at the newspaper, urging the drivers to vote down the proposal. More than 500 union members at the newspaper signed the petition that read in part, "Unions should not cross each others' picket lines. ... We, the undersigned union members at

continued on page 11

World's Highest Paid Union Official

International VP Harold Friedman, a convicted felon "on leave" from his IBT office pending appeal, is the successor to Jackie Presser's distinction as World's Highest Paid Union Official. Last year Friedman drew $590,284 from five union positions. Watch for our annual $100,000 Club listings of Teamster officials next issue.

Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU (application on back page) to help improve our union.

CHATTANOOGA, TN
PM
1 JUL
1989

From the Members

Right to Vote Can Rekindle the Spirit of Our Teamsters Union

A marked deterioration in our pursuit of fairness and its application through collective bargaining is taking place, while we grapple with the ever-shifting pressures on our union. There are numerous causes for this decline, but none so prevalent as the abysmal leadership we are forced to endure.

Our National Master Freight Agreement stands as testimony to the ineptitude and illusiveness of the cowards who agreed to it! There seems to be a glaring disregard for the rank and file so pervasive among Teamster officers that I'm fearful of our ability to regain any of all that has been bargained away!

I've been a member of the Teamsters union for nearly 15 years and sadly I've witnessed firsthand the dismantling of our legacy. I believe the solution is twofold. First, in a word, respect. It is vitally important that we have respect for ourselves and for those we work with. Once armed with respect, we can proceed from a position of strength either individually or collectively and feel confident in any adverse situation.

Second, Teamsters for a Democratic Union. Join it now! It is simply an organization whose steadfast conviction to truth and fairness has made it the conscience of the Teamsters union and, as such, has labored tirelessly against those forces that would conspire to manipulate us.

Samuel Gompers said, "What does labor want? We want more schoolhouses and less jails; more books and less arsenals; more learning and less vice; more leisure and less greed; more justice and less revenge; in fact, more of the opportunities to cultivate our better natures, to make manhood more noble, womanhood more beautiful, and childhood more happy and bright."

It has been through TDU's commitment and exemplary manner that we stand poised to draft the will of the rank and file and inject it into that person who will deliver the Teamsters union back to the members. We now have the power to vote for our union president!

It is difficult for me to fully comprehend this colossal achievement. I feel that it is somewhat ironic that we live our lives and raise our children in the most democratic country in the world and yet we labor as members of a union that hurls defiance at democracy!

Nevertheless, the right to vote can be the cornerstone on which we re-establish those principles for which this union was intended, and rekindle the spirit to which Mr. Gompers aspired so many years ago.

William G. Davies Jr.
Local 229, CF
Scranton, Pa.

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Return Control To Rank and File

This is the greatest chance in the history of the Teamsters union to get the control where it belongs, with the rank and file members.

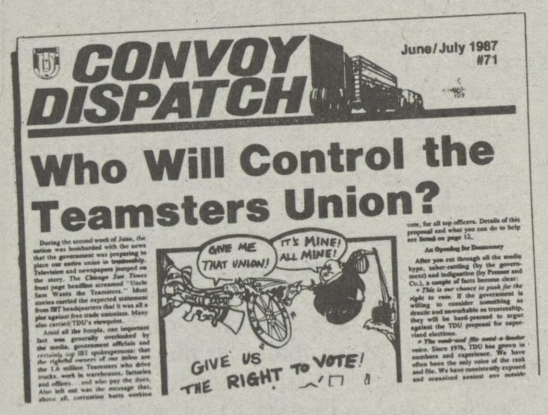
I can't help but feel sorry for the many Teamster retirees who have worked so many years to get such a shameful pension. With Majority Rule on contracts (long overdue) and elected officials, the opportunity is there, but we must pursue it.

These changes would have never taken place if it wasn't for Teamsters for a Democratic Union. Enclosed is my check for $100 to continue this effort with TDU-STRIVE.

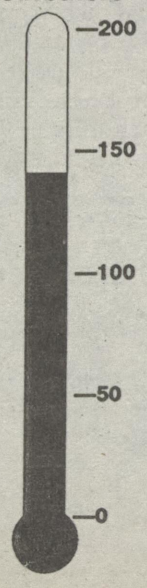
Ronnie Mullis
Local 928, UPS
Augusta, Ga

News & Ideas Worth Spreading!

Information is power. By distributing *Convoy Dispatch* you are working to build solidarity where it counts, in our union halls and at our workplaces, across the broad, 1.6-million member base of our great UNION. A fresh wave of ideas and commitment is constantly sweeping across the labor movement among the rank and file. You read about it in *Convoy Dispatch* and you see it around you. But the men who sit at the top of our union are not going to provide the leadership to organize this invaluable resource into a force for negotiating contracts and organizing the unorganized. Why not? Because they are afraid that empowering rank-and-file women and men would threaten their wornout policies and fat salaries. It's up to us. Help inform the members and build new leadership. Sign up for a bundle of *Convoy Dispatch* today.


CONVOY DISPATCH
June/July 1987
#71
Who Will Control the Teamsters Union?
GIVE ME THAT UNION!
IT'S MINE! ALL MINE!
GIVE US THE RIGHT TO VOTE!

New Bundle Distributors



Send Me More!

I want to receive a bundle of each issue of *Convoy Dispatch*.
Send me:
❑ 10-$3 ❑ 20-$5 ❑ 50-$6 ❑ 100-$10
other _____ ($5 per additional 100)

Name _____

Company _____ Local _____

Address _____

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Return to TDU, Box 10128, Detroit, Mich. 48210

TDU Steering Committee

Co-Chairs:
Joe Day, Worcester, Mass., Local 170
Diana Kilmury, Vancouver, B.C., Local 155
Michael Rusciqno, New York Local 138
Michael Savwoir, Kansas City Local 41

Organizer:
Ken Paff, Detroit

Trustees:
John Braxton, Philadelphia Local 623
Dan Campbell, Saginaw, Mich., Local 486
J. Anthony Smith, Washington, D.C., Local 639

Members:
Scott Askey, Barstow, Calif., Local 63
Sarah Bequette, St. Louis Local 600 spouse
Sam Fenn, Los Angeles Local 63
Barbara Mooney, Phoenix Local 104
Luis Ortiz, Phoenix Local 104
O.L. Pinson, Shreveport, La., Local 568
William Stromatt, Atlanta Local 728

Alternates:
Roy Ray, Denver Local 961
Dana Beougher, Tampa Local 79
George Beam, Nashville Local 327

How to Contact TDU Offices

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

TDU Washington Office: 2000 P St., N.W., Room 612, Washington, D.C., 20036. (202) 785-3707.

TDU N.Y./N.J. Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, N.Y., 11217. (718) 852-9230.

TDU Western Organizer: Doug Allan, P.O. Box 7445, La Verne, Calif., 91750. (714) 593-9791.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1988 for one year. Our Rank & File Convention had 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Washington Watch

How You Can Initiate an Investigation

Investigator Prepares to File First Set of Charges

The court-appointed Investigations Officer, attorney Charles M. Carberry, has opened shop and is expected to file his first charges against certain Teamster officials before the end of July.

Carberry, selected by Judge David Edelstein under the consent decree that came out of the federal racketeering lawsuit, is conducting some investigations while assembling his operation. By the end of July, his staff of investigators will be eight, and growing.

The Investigations Officer has the power to bring charges against any union official, from the local level to the top. He also has the power to bring charges against locals or initiate trusteeship proceedings.

Any charges filed will then be heard by Judge Frederick Lacey, the Independent Administrator, who will make the final decision, similar to an arbitrator. Carberry's staff is looking at government files, and also accepting complaints or leads from rank and file members as well as Teamster officials.

How You Can Request Action

Any Teamster can request an investigation. Here is what the process would look like:

1. A member provides information to the Investigations Officer by writing to his address. This information may deal with possible financial misdeeds of union officers, threats or retaliation against members by officers, election "dirty tricks" by officials, or other corrupt activities or abuses of membership rights. If you so desire, such communications may be made on a confidential basis, without anyone else learning your identity; the Investigations Officer will respect this. Feel free to contact the TDU office for help beforehand, or at any stage in dealing with the Investigator's staff.

2. The Investigator's staff will look into any matter that they feel warrants investigating. They may take such steps as interviewing you along with other witnesses, checking with government agencies, and using other means to obtain evidence. The Investigator has the power to examine the books, records and offices of any local or IBT affiliate, and to take sworn testimony. The Investigator can then bring a charge against officials where cause exists.

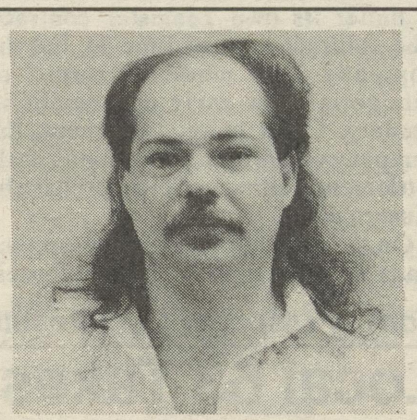
3. He will then serve notice on the person charged, allowing a 30-day notice before a hearing will be held before Administrator Lacey. The accused person may prepare a defense, and also designate an IBT member to assist in his defense at the hearing.

4. Administrator Lacey will then make a final and binding decision. He has the power to remove persons from office, take actions to clean up locals or put them in temporary trusteeship, etc. The Investigator and the Administrator have the full powers of the IBT Constitution in bringing and deciding such charges.

In this process, there is no need to "exhaust remedies" by going through prior steps. See box this page for how to reach the Investigations Officer. Feel free to send a copy of any such correspondence to the TDU national office also.

How to Reach IBT Investigations Officer

Charles M. Carberry
IBT Investigations Officer
Jones, Day, Reavis and Pogue
599 Lexington Avenue
New York, N.Y. 10022



I'll Be in Pittsburgh!

Jose Zilvetiz
Local 138, Service Furniture
New York City

Last year was my first TDU Convention and everybody made me feel very comfortable. I found out that problems that I have, other Teamsters have, and that there are people out there trying to change things. Nothing beats meeting people from different states and seeing really we are together, no matter what state you're from or whether you're Hispanic, black or white. Join me in Pittsburgh for the first step toward our victory in Orlando.

President McCarthy Undergoes Surgery

Power Struggle Renews On IBT Executive Board

With the passing of the first anniversary of William McCarthy's appointment as president of the Teamsters union, behind-the-scenes jockeying for power is again the order of the day on the IBT General Executive Board as the credibility of McCarthy and others continues to dip. In addition to McCarthy's failure to put forward any positive policies and his bumbling style, now his health may be a factor as well.

In late June, McCarthy underwent (unannounced) bypass surgery and has been resting and recovering since. At the top of the IBT hierarchy, basic human sympathy tends to take a back seat to power and greed, so the battle for the throne goes forward. Anyone who doubts this might reflect on what happened to Jimmy Hoffa.

Coalition Falls Apart

The coalition of IBT vice presidents that appointed McCarthy over then-acting president Weldon Mathis has long since fallen apart. Some have been forced to resign in the racketeering suit. Harold Friedman is on the way out for his own conviction in the Local 507 ghost-employee scam and is trying to steal freight Teamsters into his Bakery Workers Local Union 19 on the way (see page 1).

Some of McCarthy's appointees, especially George Vitale of Detroit, may get ousted by the court-appointed watchdogs. And all of them are waiting to make the right move to come out on top in the next switch of power.

Some Eastern officials talk about Vice President Walter Shea getting the top job, but he would be a weak candidate to stand in the 1991 rank and file vote. Shea never worked as a Teamster, and although he has bargained national trucking contracts (from the other side of the employers' bed), it is doubtful he has ever attended one union meeting of truck drivers he was bargaining for!

Some potential successors, such as Dan Ligurotis of Chicago, are not eligible to be appointed prior to 1991. Only 10 GEB members are eligible to be appointed to fill a possible vacancy should McCarthy step aside prior to the 1991, first-ever rank and file election. These are Weldon Mathis and the first nine of the sixteen VPs. The remaining seven are not eligible because their appointment as VP came after the last IBT Convention in 1986.

It is highly unlikely that Mathis can make a comeback after the fiasco of his contract bargaining, his humiliating defeat on the GEB a year ago, and the pending court suit involving his "family local" in Georgia where they rigged the local election and then divided the local in two afterward.

Parade of Failed Leadership

We have had five presidents or acting presidents since 1981: Fitzsimmons, Williams, Presser, Mathis and McCarthy. We could possibly even have a sixth before our big chance for a real change. But we know these changes of faces have meant nothing positive for the rank and file.

The parade of failed leaders shows that what is needed is not a new face from the same crowd, but a whole new leadership and direction.

Any president appointed before the 1991 election should be our last one, ever. After 1991, even if there is a vacancy in the office of president, a special rank and file election must be held. The key is we must organize now for a real change in leadership and direction. If you agree, see page 12 for what action to take.

Up, Down & Around

⇧ **FOOD FOR STRIKERS.** Members of Teamsters Local 776 in Harrisburg, Pa., showed their solidarity with the strikers at Eastern Airlines by participating in a food drive among unionists in Harrisburg. The drive collected more than 23,000 pounds of food for the strikers and their families. Then the Teamsters donated their skills by trucking the food to the big Eastern hub in Newark, N.J. With the strike in its fourth month, Eastern is attempting to schedule more flights by using scab mechanics and management pilots. Does that sound like a crew you'd want to trust your safety to? Don't fly Eastern, or Lorenzo's non-union Continental.

⇩ **TRUTH IN ADVERTISING.** The July issue of the *International Teamster* magazine contains coverage of union-busting activities and a rousing message on the inside front cover from President William McCarthy, including the passage, "A successful fight againt union busting requires the all-out commitment of each officer and rank-and-file member. If you have any questions or requests regarding union-busting activity, please don't hesitate to contact IBT headquarters in Washington, D.C. The full resources of our various departments are at your disposal and can offer key assistance in battling decertification drives and in guiding organizing campaigns."

That's a message all Teamsters welcome hearing. But when one concerned Teamster called to voice his concerns and make requests, he was told not to call there. He was persistent and spoke to five different persons, explaining what he wanted. Finally, he was told to deal with his local union. A follow-up message in the next *International Teamster* should guide members through the IBT bureaucracy.

Allen Musgrove Strikes Again

Contract Strife Hits Steve D. Thompson Trucking

Allen D. Musgrove, a professional liquidator masquerading as a trucking executive, completed the purchase of Steve D. Thompson Trucking on June 16, just in time for the company's contract negotiations. True to form, Musgrove is living up to his anti-union reputation.

Earlier this year Musgrove shut down Pilot Freight Carriers, eliminating the jobs of 2,000 Teamsters. Pilot was the 23rd subsidiary of Musgrove's US Truck Lines to be bought and liquidated.

Steve D. Thompson is a non-NMFA LTL carrier that services the South and is under its own Teamster contract. The contract expired June 24, but the company had made attempts to renegotiate an early agreement in January. Upon union agreement, the company withdrew its offer for an early settlement waiting until its purchase by Musgrove.

On the expiration date, the company made an offer to raise the employees' wages by $1.35 during a three-year contract from the current $10.50 per hour. While many employees were satisfied with the wage increase, at dispute were benefits. The company, which provides its own health insurance, offered a freeze in benefits and only a $6-per-week increase for the three years in contributions to the Southern States Retirement Trust Fund. At the end of the contract the company would be paying only $13 per week to the fund!

Employees were particularly concerned about H&W coverage because the company had stopped paying full H&W claims about one month prior to the contract expiration, about the time Musgrove bought the carrier.

The first contract offer was rejected 166 to 144 and further negotiations were scheduled. But the very same contract was brought back for a vote July 13. Apparently, all negotiations had broken down and the employees were asked to vote again on what they had already rejected once before.

"The membership had already taken a stand against the contract and voted to strike," said Darnell Feathers, a driver out of Memphis. "We couldn't believe that they would just offer the same old thing again. Local 667 has done a good job for us but wasn't even allowed in on the second negotiations." The negotiations were headed for the union by Laird Evans, secretary-treasurer of Local 568 in Shreveport, La.

Vote-Till-You-Get-It-Right

Confusion reigned on the second vote. In Baton Rouge and Lafayette, La., workers were told that they might as well vote for the contract because Memphis, the strongest union terminal, had already passed it. Memphis had not completed its voting at the time. Company and some union officials used threats and intimidation to reverse the no vote on the initial contract by claiming that Musgrove would shut down the carrier if the contract were defeated again.

In Dallas, the vote was held at the terminal under the watchful eyes of management. Workers there were told they couldn't get their checks until they voted.

The intimidation and "vote-till-you-get-it-right" tactics were enough to turn the tide on the contract vote. The second vote resulted in 261 voting for the same contract they had just recently rejected, with 83 voting against it.

Teamsters at Steve D. Thompson are worried about the acquisition of the company by Musgrove. "You can't help but be concerned about this situation," said Feathers. "Right now there's talk of Steve Thompson merging with another of Musgrove's companies, (non-union) Stella Freight out of Dallas. We're planning on getting in touch with the employees throughout the system so we can keep an eye on what Musgrove has in store for us."

Convoy Dispatch Gets Results

Local 63 Takes Stand Against Yellow's Peer-Pressure Policy

After publication in the last *Convoy Dispatch* of an article on Yellow Freight's new policy to use peer pressure to increase production, Local 63 wrote to *Convoy Dispatch* asking for a correction on the local's and steward Mike Washington's position on the policy.

This is one of those cases in which we are happy to make a correction. There was confusion at the breakbulk because the local had not posted any notices nor written to the membership regarding its stand on the policy.

In its letter to *Convoy Dispatch*, Local 63 stated, "Local 63 has consistently opposed such peer pressure programs in the past and has specifically stated its opposition to the proposed Yellow Freight program ... including at the stewards meeting referred to in your letter, by Michael Washington, Local 63 Executive Board member."

The letter to *Convoy Dispatch* was posted at the terminal and finally did clear up anyone's doubt as to where the local stood. But stewards at the meeting who were taking notes told *Convoy Dispatch* that while it's true Washington did not formally endorse the program, none of the stewards at the meeting took a stand against the program.

Further confusion resulted from activities after the stewards meeting. Management touted the peer-pressure policy on the dock and Terminal Manager John Moyer was quoted as saying, "Yellow is going to have incentives to make you work harder." When questioned how this would be accomplished, Moyer answered, "By using peer pressure."

In a phone interview with *Convoy Dispatch*, steward and local trustee Washington made his opposition to the program clear. "I'm absolutely against it, always have been," he said. "In all fairness, I believe in unity among union members. TDU and Local 63 have a lot in common. We're all for the same things and we should be working together."

The *Convoy Dispatch* article alerted other local unions to the new Yellow Freight policy. And now Local 63 members have been reassured that this kind of production harassment will not be tolerated.

PIE Employees Move Forward on Lawsuit for Return of SIP Deductions

After court-decreed gag orders, injunctions, bureaucratic holdups and miles of red tape, more than 1,300 PIE employees are now able to pursue their lawsuit to regain the thousands of dollars of payroll deductions owed to each of them from the now defunct PIE Stock Incentive Plan (SIP).

The plaintiffs in the *Russell* lawsuit have shown a commitment to their cause. During the *McKersie* lawsuit, which was also filed on the SIP, each *Russell* plaintiff had to personally opt out of the *McKersie* settlement not once but several times to keep their own case alive. Amazingly, 1,310 of the original 1,481 involved in the *Russell* lawsuit opted out of the *McKersie* settlement.

Russell attorneys are preparing to take depositions of defendants in the case. The PIE employees involved in the suit hope they've sent a message to the defendants that they aren't going to be satisfied until there is a meaningful monetary settlement.

Freight Lines

Transcon Reports More Red Ink.

Transcon Lines' health hasn't improved since getting a 15% kickback from employees in 1988. First quarter results showed a loss of over $4 million, which was an improvement over 1988's first quarter loss of $9 million. In its report to shareholders the company blamed the losses on harsh winter weather, a 9% loss in tonnage and a renewed flurry of rate discounting by the larger LTL carriers in recent months.

More disturbing was Transcon's final analysis of the report, which stated, "Until Transcon Lines is able to increase the total tonnage in its system and/or bring costs, of which labor constitutes over two-thirds, in line with the current discount revenue levels, the company does not expect to show a profit."

Be-Mac Transport Escapes Clutches of 'The Liquidator.'

Management at Be-Mac Transport, a St. Louis-based, unionized LTL carrier, recently purchased the company from US Truck Lines, the union-busting holding company owned by Allen "The Liquidator" Musgrove. Musgrove bought Be-Mac in May 1988 and since then has closed, sold or merged most of the holding company's other large carriers, including Pilot Freight Carriers. Be-Mac agreed upon the sale to pay the Central States health and welfare and pension funds some $400,000 in delinquent payments owed to the funds. Be-Mac had an operating ratio of 95.7 in 1988 with a profit of $457,000.

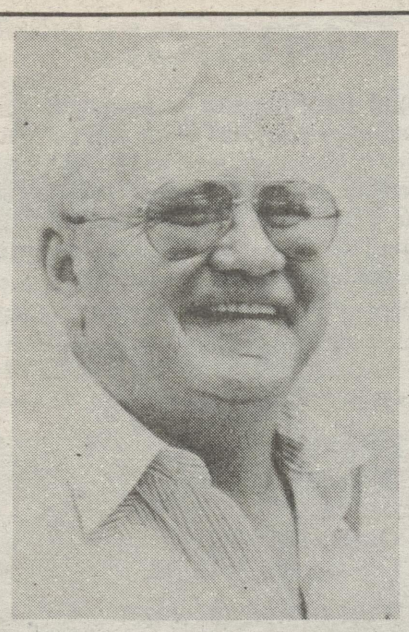
Federal Safety Check Finds Unsafe Trucks.

In the largest single federal safety check of trucks and buses in history, May 16-18, officials found safety is still lacking on the roads. The checks were conducted in 160 locations in 47 states by the Federal Highway Administration. Out of the 31,522 vehicles inspected, the feds turned up 73,311 driver or vehicle violations. Some 10,134 trucks (32% of those inspected) and 1,908 drivers (6% of those inspected) were placed out of service.

Nashville Roadway Drivers Told to Run 'Just a Little More.'

Nashville road drivers running to Lake Park, Ga., don't get the opportunity to stop once they reach the terminal. It seems as though Roadway has come up with the brilliant idea of saving a few bucks on transportation to the motel by requiring the drivers to drive themselves in a leased vehicle to the motel in Jennings, Fla., some 20 minutes away. While the company is requiring the drivers to drive themselves, it is refusing to pay the time spent driving to the motel, nor will it allow the time to be logged on-duty. On top of that, the leased cars have only minimal insurance, and drivers have been informed they would have to cover any damages over $25,000 per accident.

As always at Big R, it seems profits come before safety. The drivers in Nashville are filing a group grievance with the hope that Luther Watson, president of Local 480, will process it and use his influence at the committee to correct the problem. Top Roadway management reading this article could show some good faith and take care of the problem immediately.



I'll Be in Pittsburgh!

J.B. McCallister
Local 961, ANR
Denver

This is my first TDU Convention. I wonder why I haven't gone before? ... Because I had all the usual excuses. I have been paying union dues for 24 years. I am proud to be a Teamster. And now I am going to the convention because my union is going to be democratic and I want to be there to help.

Friedman, Kavalec Put Be-Mac in Bakery Union

continued from page 1

officers, and even Christmas parties with Teamsters Local 507.

How Much Is Kavalec Worth?

Kavalec, who negotiated the contract, justified the $10 per hour wage by saying, "No man is worth $15 an hour." Of course, Kavalec himself, who isn't qualified to carry a truck drivers' lunch pail, made $117,611 in 1988 as an IBT International Rep and BA of Local 507. Harold Friedman retained his position as World's Highest Paid Union Official by pulling down $590,284 from his five union posts.

Kavelec and his friends, Tony Hughes and Andy Suckart, are appointees of IBT President William McCarthy. McCarthy stated upon taking office he would never forget the working truck driver. But his appointees, who all pull down over $100,000, are out working to screw the working truck driver and weaken our union. Don't hold your breath waiting for a housecleaning as a result of this latest scam.

There Is a Solution

There are remedies available, which certainly will be taken. Among others, the employer is bound to the NMFA already, which should in fact invalidate the bogus Bakery Workers contract at the breakbulk terminal. But the larger problem of leeches like Friedman and Kavelec on our IBT payroll will only be dealt with through new leadership in our union. Now that we have the Right to Vote, that is not only needed but the practical option.

Preferential Casuals

Is Your Employer Following Contract?

Most NMFA Supplements added "preferential casual" clauses to their language in the 1988 agreement. Reports from around the country indicate that in many supplements the language isn't being used or enforced. Preferential-casual lists can provide some seniority rights and access to the grievance procedure. However, the language can't work if it isn't enforced. Following is a review of preferential language and how you can make it work better.

First Step Is Access to Casual Lists

Under Article 3, Section 2 of the NMFA, the employer must submit to the local union by the 10th day of the following month a list of all extra, casual and probationary employees used during the previous month. These lists must show the employee's name, address and social security number; the dates worked; the classification and hours worked each day; and the name of the employee replaced, if applicable (this is to show whether the casual was supplementary or a replacement). The list has to be compiled daily and made available to the business agent and steward for inspection.

These lists are the tools you need to determine the numbers and days that supplemental casuals have worked, so you can calculate how many regulars the company must hire. They also are necessary to determine who qualifies as a preferential casual. The steward has a contractual and legal right to request these lists on a daily basis. A good steward will periodically check the lists and keep a record at least once a week. Many employers are not keeping accurate lists. For example, they'll mark that a casual was replacing someone who had clocked in to work. It's the steward's job to make sure this provision is being enforced.

If you are not a steward and want to check on the abuse of casuals at your terminal, ask your steward or BA for a copy of the list and volunteer to help keep records. If this fails, request the lists by certified mail from the local and contact TDU for further help.

Know Your Contract Language

With the exception of the Central States Supplement, which has no preferential-casual clause, and the Southern States Supplement, which has preferential-casual language much different than elsewhere, most of the supplemental language is similar.

Time qualifications: Casuals working 70 days in a six-consecutive-month period are to be automatically processed for preferential-casual status in the Central Pa., Southern, Virginia and Western Supplements. The Joint Council 7 Supplement has a 60-day qualifying period. Under the New York State Supplement, casuals at breakbulks need 45 days in a three-month period to qualify and at other operations need 35 days in three months.

In the Joint Council 40 Supplement, which covers Western Pa., casuals need 90 days out of six months. However, after qualifying, these casuals are placed directly into a probationary period of 30 days to be hired as regulars.

Access to the casual lists to determine time worked by casuals is the key factor in enforcing the contract.

In the Southern Supplement, the employer will choose a person to be considered for preferential status. This is the major flaw in the Southern Supplement language as it allows an employer to use a casual for an unlimited time period while being able to choose someone off the streets for preferential hiring.

Meeting company requirements and qualifications: All preferential language contains a clause that states that the casual must meet the employer's qualifications and standards for regular employment. If the casual meets the requirements, he or she will be placed on the preferential-hiring list and will be used for extra work and open full-time positions in the order he or she appears on the preferential list.

Some employers have disqualified casuals for regular work for not meeting company requirements. This trick has been successfully challenged in the grievance procedure by arguing that the employer was subverting the intent of the article. However, to safeguard the casual's chances for being qualified, stewards should become familiar with company policy books, manuals, etc., which state hiring qualifications. Of course, a dock worker with no driving credentials wouldn't be qualified for a driving job. Otherwise, a casual who has worked enough to be considered for preferential status should certainly qualify.

Waiver of rights: In most supplemental agreements the rights of casuals to make the preferential list can be waived by agreement between the employer, the local union and the casual involved. But casuals facing discharge if they refuse to sign the waiver are hesitant to insist on their rights. An important grievance decision was won in the Western Conference on this issue. When casuals at ABF in Albuquerque, N.M., refused to sign the waiver, the company discharged them. After a long struggle in the grievance procedure, they are working again.

The best way to avoid the waiver problem is for the local union to refuse to sign the waiver. Without the local's agreement, no rights are waived for the casual.

Once a casual does make the preferential list, he or she has access to the grievance procedure on matters of discipline. This is a big step forward from the old language that denied any union rights to casual workers.

H&W Benefits

One of the greatest injustices to casual employees, many of whom work virtually full-time for their employers, is the lack of health and welfare coverage. Under the Western States Supplement, casuals who make the preferential list and work 40 hours a week receive H&W benefits. This is a big step forward and should be a key union demand in the next contract negotiations.

If a casual can clear these hurdles, the advantages of preferential-hiring lists are apparent. The preferential casual receives extra work in seniority order, fills full-time spots in seniority order, and has access to the grievance procedure. We still have a long way to go to stop the abuse of casuals and to force employers to stop their use of a permanent part-time workforce and get on with the business of hiring full-time Teamsters.

Preferential-casual lists are a good first step, if they're enforced. Contact the TDU office if you need help to enforce these valuable provisions in your contract.

DOC
HEY POP! HOW LONG HAVE YOU BEEN A CASUAL?
©1987 AUSTUP
37 YEARS, 4 MONTHS, 2 WEEKS, 3 DAYS, 12 HOURS AND 26 MINUTES.
I WIN.
A GOOD LONG TERM MEMORY HELPS IF YOU'RE A CASUAL.

How the Right To Vote Can Improve Your Pension

Teamsters now have, by court order and as proposed by TDU, the Right to Vote for Teamster president, all other International union officers, and delegates from each local to the IBT Convention. This victory for democracy gives working Teamsters more than a vote. It gives us the ability to end pension ripoffs and improve our pensions!

The Present Setup

First consider how things have operated till now. By law the union trustees and the employer trustees control the pension and health and welfare plans. In the large pension plans, such as the Central States, Western Conference, and New England plans, the union appoints top Teamster officials to be the union trustees.

These trustees are not accountable to the members or retirees. They do not face election. And they do not have to live on our pension, as they all are covered by at least three separate pensions, often four, which are paid for by our dues and will make them quite comfortable in retirement. They go along with the employers' program down the line. They have taken anti-retiree actions, such as requiring payments for retiree H&W; refused to provide adequate pensions, and even put in place rules that prevent retirees from supplementing their income. Then these trustees insult us by saying we should be grateful for what they do for us.

What the Right to Vote Can Do

The Right to Vote can make this abuse a thing of the past. The delegates elected by our local unions—including your local union—will make up the entire 1991 IBT Convention. These elected delegates can rewrite the entire constitution of our union! These delegates can take any or all of the following actions:

- **Remove the union trustees** of the large pension plans on the spot, and replace them with leaders committed to improving pensions.
- **Set guidelines** to follow for union trustees of all our pension and H&W plans on allowing retirees to work, on ending H&W payments for our Teamster retirees, on recognizing credit earned in another pension plan, on cost-of-living raises in benefits, on full survivor benefits for our families, and more.
- **Require the election** by the rank and file of union trustees to the plans.
- **End multiple officers-only pensions** that have corrupted our union and drained our treasury; use the funds to hire many organizers and launch a major organizing drive to strengthen our union and safeguard our pensions.
- **Place a Retiree Representative,** elected by referendum of all Teamster retirees, on the General Executive Board of the IBT.
- **Create elected bargaining councils** for our major contracts, so members will have direct input and can negotiate for improved employer contributions into benefit plans.
- **Nominate NEW LEADERSHIP for the International union,** including president, pledged to carry out this program; those candidates will then stand for election in 1991 with all 1.6 million members eligible to cast a ballot. (Of course, the present IBT leadership will say we should vote for them to get better pensions. Just read the first part of this article again if you're tempted to believe that.)

Don't Send Same Old Crowd To IBT Convention

This is not a complete list, but a sample of what can be done if we the Teamster membership take our future into our own hands when we elect our delegates to the next IBT Convention.

The choice is ours. We can send the same old crowd who went to Las Vegas in 1986. They spent $1 million of our dues on special parties, carried Jackie Presser in on a chair, and did nothing for the members or retirees. Or we can take a bold step and elect TDUers and others who are pledged, in writing, to a program of better pensions for the members, not just for the top officers. We must form delegate committees in every local that will work toward this goal.

TDU is presently asking for your input on a positive program for pension improvement, which will be taken into contracts as well as the IBT Convention. It will be further discussed at the TDU Rank & File Convention on Nov. 10-12 in Pittsburgh. Concerned Teamsters should plan to attend.

TDU Pension Meetings

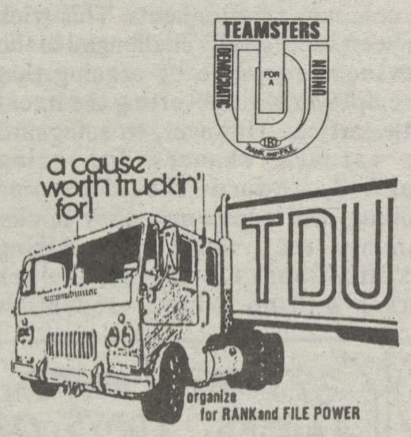
CHARLOTTE, N.C.
Saturday, Aug. 5
2 p.m.
Quality Inn Airport
I-85 at Little Rock Rd.

FAYETTEVILLE, N.C.
Sunday, Aug. 6
2 p.m.
Ramada Inn
Exit 56 off I-95

Get the Latest Summer Fashion!

TDU T-SHIRTS

Whether you're working on the dock, on the road, in the plant or heading for the beach, you want to be in fashion, and you can't miss with TDU T-shirts. Available in two styles—truck logo or TDU emblem—in the season's hottest colors—red, blue and black. Order several and you'll never have to worry about what to wear!
Please indicate size (S M L XL, XXL available in black only), color (red, blue or black) and style (emblem or truck) for each shirt ordered. $7 each.



Amount enclosed $_____

Visa/Mastercard #_____ Exp. date ___/___

Signature_____

Name _____

Address _____

City _____ State _____ Zip_____

Return to:TDU, Box 10128, Detroit, Michigan 48210

Split Time Between N.Y.-N.J. Funds Causes Loss of Pension Benefits

Gene Matuzak
Local 701, PIE
Hillsborough, N.J.

As in other areas of the country, New Jersey Teamsters are experiencing horrendous problems when they try to collect on a split-time pension. There are about 15 local unions signatory to the New York-New Jersey Supplement to the National Master Freight Agreement, each having individual health and welfare and pension funds.

Most funds have some sort of reciprocity agreement with others, but some have none. Some funds have some sort of reciprocity with funds not in the New York-New Jersey Supplement.

Other funds, like those in Locals 560 and 707, have reciprocity with the International Longshoremen's Association Local 1730, which has dock contracts with some trucking companies in the New York-New Jersey area. However, there is not full reciprocity among all the funds toward all types of benefits, such as 25-and-out pensions and retiree medical benefits.

Local 701's fund, for example, has a separate vesting policy. If you come into 701 under any circumstances, even a terminal merger, with under 25 years of credit in a reciprocal fund, or if you are under 60 years of age, you are not vested in 701's fund no matter how many years you had in your previous fund. You must have 10 years to be 100% vested in 701 unless you reach 60 years of age first. If you leave the fund under age 60, no matter how many years total you have between funds, you will only get a partial benefit.

Obviously, these details can get very confusing. Most local unions have jobs in other locals' territories, so it becomes difficult to stay in the same local union and pension fund if your employer goes out of business or merges with another company. You may move next door and be in a different local and fund. Then you lose most of the accrued benefits you have gained during the years.

To be able to collect medical benefits on retirement you need the maximum amount of credits in the local you retire from. In some locals you need 20 years and in others you need 25 years. It is unjust to be penalized for circumstances beyond your control.

Under a split-time, pro-rata pension, you could work 40 years and never get full retirement! What we need is full reciprocity among all the funds toward all types of pensions and medical benefits for retirees.

Aiming for 1991 and Right on Target

TDU Committee Holds National Strategy Meeting

On June 24-25 the TDU International Steering Committee met to begin to formulate our strategy to make use of the new Right to Vote. In addition to the 18 elected ISC members and alternates, 35 additional TDU chapter

leaders, activists and local union officers participated in the two-day meeting.

"I found it exciting that our plans are coming together for rank and file participation in the next IBT Convention and the election process," said Joe Day, TDU co-chair and member of Worcester, Mass., Local 170.

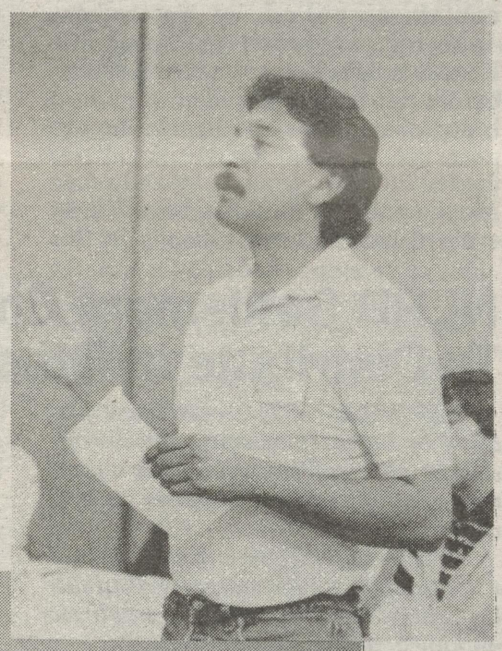
At the meeting three major questions were taken up:

• First, the need to put in place in every local union committees that will work to elect rank and file delegates in late 1990 and early '91. We will need hundreds of TDU members elected by their local unions from coast to coast, to have the clout to rewrite our union constitution.

TDU members in many areas are already setting up such committees and laying plans for the delegate elections. It was agreed at the ISC meeting that TDU needs to do more educational work, nationally and at the local level, to inform more Teamsters about the whole new ballgame in the union. This task is especially critical because the International union and most local unions are not doing it.

• Second, the development of a platform to chart a new course for our union. We need to solicit the best ideas from Teamster members and, based on that input, develop a bold new direction that can unite the union and put us on a winning track. On page 12 there is a membership survey. We urge you to complete it and mail it in. Separately printed copies of it are also available for use in your local. The ISC launched a Platform and Constitution Committee.

• Third, the question of candidates for International union office. A new leadership is needed in the IBT. Not just new faces, but a new leadership. A motion was passed to explore possible candidates for General President, Secretary-Treasurer and the 16 International VPs. A subcommittee of the ISC may meet with potential candidates, encourage TDU membership involvement, and bring recommendations to the TDU Rank & File Convention in November.

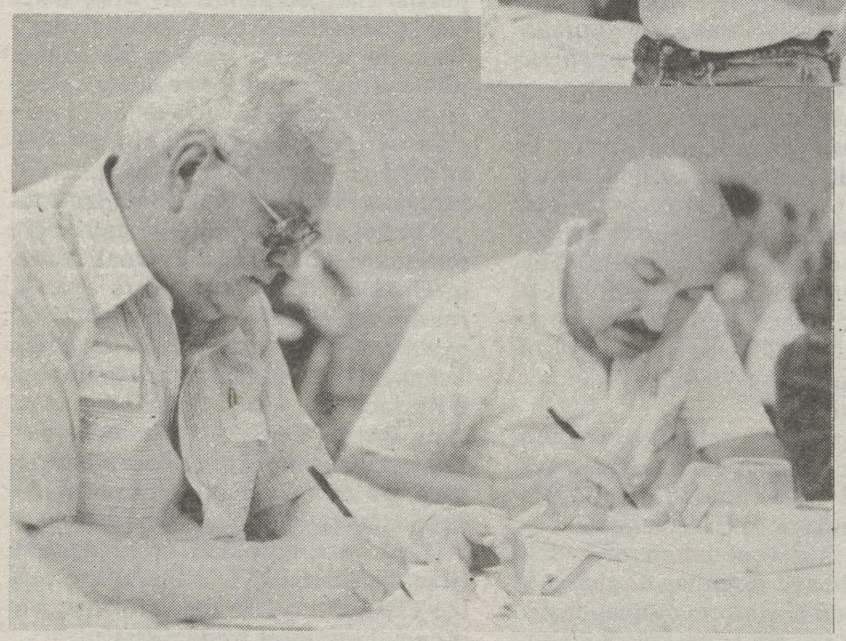


The ISC voted that TDU will consider backing candidates based upon their record of leadership, platform, the potential strength of their campaign, and their willingness to work with TDU members.

To make all these things possible, it was also discussed and agreed that TDU needs to maintain and expand all our other programs, and most especially to grow. We must build a larger organization—and a larger treasury—to meet the challenge that winning the Right to Vote throws before us.

Recommendations Will Be Brought to Pittsburgh

The strategy meeting marked the beginning of a process, not the end of it. Recommendations will be brought to the TDU Convention, Nov. 10-12 in Pittsburgh, for consideration and discussion. The input and active involvement of all TDU members will be needed to bring a new day to our union.



ISC members and guests conducted small-group discussions, then reported to the larger group for further discussion of three issues: Delegate Strategy, Constitutional Issues and Program, and The Changing Politics Within the Union. Pictured above left: UPSer Dana Beougher of Tampa Local 79 (standing) and freight Teamster Calvin Davis of Memphis Local 667; above right: carhauler Luis Ortiz of Phoenix Local 104; above: freight Teamsters J.B. McCallister of Denver Local 961 and Delmar Bequette of St. Louis Local 600.

TDU INTERNATIONAL STEERING COMMITTEE. Seated, from left: Sarah Bequette, Michael Ruscigno, Diana Kilmury, Michael Savwoir, Joe Day, George Beam. Standing, from left: Dana Beougher, John Braxton, J. Anthony Smith, Luis Ortiz, Bill Stromatt, Roy Ray, Scott Askey, Ken Paff, Sam Fenn. Absent when picture was taken: Dan Campbell, Barbara Mooney, O.L. Pinson. For ISC members' cities and locals, see page 2.

TDU Rank & File Convention

It's not too early to make your plans for the 14th Annual TDU Rank & File Convention. Watch for more details and early registration information in coming issues of *Convoy Dispatch*.

When

Nov. 10-11-12, 1989. All who can are encouraged to attend on Friday, Nov. 10, as well as the weekend.

Location

All sessions will be held in the Westin William Penn, Pittsburgh, one of the premier hotels of the area.

Registration Costs

Convention registration fee includes cost of all materials, meeting space, coffee breaks, meals and Saturday evening banquet and program (cash bar extra). Registration for Saturday and Sunday is $95; Friday registration $30. For those able to attend only one day, cost is $65 for Saturday, $40 for Sunday.

Hotel Accommodations

TDU has contracted for a large block of rooms at the Westin William Penn at a major discount. All rooms $65 per night (tax included) for either single or double room.

Childcare

Childcare is available through advance request. Suggested donation of $30 per child to defray costs. Children's meals provided.

Discounts

Discount of $10 for those registering before Oct. 23. Travel discounts of $10 for those traveling over 500 miles (one-way), $20 discount for those traveling over 800 miles (one-way). Discounts apply to members and their spouses.

Agenda

The convention will begin Friday morning with a Special Leadership & Strategy Session.

The convention will include business sessions and election of a new International Steering Committee, some 20 educational workshops to choose from, company and jurisdictional meetings, Saturday evening banquet and program, guest speakers, and lots more. Plans will be adopted for the 1990-91 delegate elections, and candidates for top IBT office will be considered for endorsement. Also, there will be time to meet and socialize with TDU leaders and activists, and a number of labor attorneys and other experts from across North America.

Equal Pay for Equal Work—End Two-Tier Pay!

"Tell them (the rank and file) not to worry ... it will not affect those already working."

That's how the late Teamster President Jackie Presser told local officials to justify a two-tier deal to freight Teamsters in August 1983. One month later 200,000 freight Teamsters rejected that Relief Rider by an incredible eight-to-one margin.

UPS Teamsters are stuck with a two-tier contract, based on concessions given to the corporation in the early 1980s. In our coming 1990 contract, we have a chance to change that situation.

A two-tier contract is a union-busting concession that corporations love. Instead of the union principle of "equal pay for equal work," it is based on the corporate principle of "divide and conquer." Two-tier contracts set up what are basically non-union wages for part of the workforce under union contract, leaving the rest of the workforce at union scale. Here is how it works at UPS.

Part-Timers

The worst two-tier, really a multi-tier deal, is for part-timers. The only part-timers who make full union scale are those hired prior to July 2, 1982. But by now it is estimated that UPS management has weeded them down to less than 10% of the part-time workforce.

Depending on a part-timer's date of hire on or after July 2, 1982, there are five additional part-time wage scales. These workers will never reach union scale no matter how many years they stay with UPS! In fact, to even reach the top of his or her particular tier a part-timer must stay with the company four years after seniority date—talk about a numbers racket. UPS has it figured out.

Also to be considered are the starting wages for part-timers, $8 an hour for Loaders and Unloaders, and $9 an hour for Preloaders and Sorters, which haven't been raised since 1982.

Full-Timers

New full-timers start out at 70% of union scale, go to 75%, 80%, 90%, and then make union scale two years after seniority date. This is a temporary two-tier system. Presser stuck freight Teamsters with the same deal in 1985 and they got so angry that in 1988 they organized during their contract negotiations to see that it was greatly improved. It now starts at 85%, then goes to 90%, 95%, and full scale at 18 months.

UPS Teamsters have one of the worst two-tier concessions in the entire Teamsters union, though we work for the largest and most profitable employer. We should aim to eliminate this concession next year.

How it Hurts

Would you wear a T-shirt to work that says, "Get rid of me and save $17,000 in labor costs?" Probably not. But that is about what UPS saves in wages when a full-time driver is pressured to quit or is fired, and is replaced with a 70% new hire. This does not count reduced vacation time, only money saved in wages during the two-year period.

With part-timers the situation is even worse, as they never, ever catch up, no matter how many years they work, and there's a steady rate of turnover. That's why managers refer to part-timers hired before July 2, 1982, as "dinosaurs": UPS is pushing them into extinction, and with them the memory of what is true union scale. Naturally part-timers have less motivation to be part of our union and to stick together with full-timers when they've been made second-class members.

"Equal pay for equal work!" is a fair demand, a union demand and one that can unite all UPS Teamsters—full-timers and part-timers. It is a demand that can be won in 1990.

UPS and Downs

The Vaguest of Contract Language.

Twenty-four months into the current contract and with less than 12 months before its expiration, New England UPS Teamsters report they still have not received their contract books. Members report being told by their locals that the New England Supplement books are at the printer. At this rate, when can members expect distribution of their copies, by July 31, 1990? Every union member has a legal right to a personal copy of the contract, so this delay is inexcusable. We suggest you send a formal letter of protest and a request for your copy by certified mail to your local union and to: Al Barlow, director, IBT Parcel and Small Package Trade Division, 25 Louisiana Ave., N.W., Washington, D.C. 20001. (202) 624-8755.

MADD Writes CEO Rogers on Livonia Beer Bash.

While part-time UPSers' starting wages have remained at $8 and $9 per hour since 1982, management routinely prefers to reward part-timers with pizza and beer. This companywide practice drew sharp criticism from a local Mothers Against Drunk Driving (MADD) chapter after the *Right Idea*, a rank and file newsletter, reported on a UPS-sponsored beer bash for Livonia (Detroit) part-timers. The party, which was a reward for workers scoring 100% on individual district audits, had been touted by supervisors, including Glynn Robitaille, as an opportunity to pound the suds and get wasted at UPS' expense.

Writing to UPS Chairman and CEO John Rogers, the administrator of the Wayne County (Mich.) Chapter of MADD, Sandi Wolf, explained, "With drunk driving being responsible for approximately 24,000 deaths nationally per year and being the number one cause of death among young people under the age of 25, we cannot believe that UPS would endorse such an event.

"We would appreciate it if there is anything you can do to see that this type of 'reward' system is not used in the future."

The best reward system for part-timers would include a significant increase in their starting wage, elimination of the two-tier wage system, an end to production harassment, and more full-time Teamster jobs.

The Cost of Doing Business

Michael Savwoir
Local 41, UPS
Kansas City, Mo.

Feeder drivers at the UPS Lake Delton, Wis., operation are still gripped by emotion as they pass mile post 75 on Interstate 90-94. Feelings of grief and despair are quite prevalent four months after the death of feeder driver Ervin Krause, 50, of Wisconsin Dells, Wis. Sorrow for the loss of a fellow employee and personal friend. Despair and hopelessness for the "hammer-down, day-or-night, rain-or-shine policy" that mandates maximum speed on 65-mph Interstate highways and regards the loss of Ervin Krause as the cost of doing business.

Debate continues as to whether Krause fell asleep behind the wheel of his UPS tractor at 4:30 a.m. Wednesday, March 1, 1989, or if the Sea Land container, pulled by an owner-operator, exceeded the range of Krause's Mack truck's head lamps before this fatal rear-end crash. There is no debate, however, that the intense pressure to meet UPS' unrealistic feeder schedule from Lake Delton to Minneapolis-St. Paul has been felt by every driver and every family in this small Wisconsin center.

This hammer-down policy has created sharp divisions among a previously tight-knit group of drivers and their families. Divison among drivers who have the happy-to-have-this-job mentality, and those who recognize that any job without dignity and livable working conditions is of questionable value. And divison among spouses who think working conditions must be changed to protect their families and their livelihoods, and those who could be characterized by the popular song, "Don't Worry, Be Happy."

In spite of the divisions, one common denominator prevails. The policy that mandates maximum speed on Interstate highways at all times, prohibits routine stops for personal needs, and requires lunch and breaks to be taken simultaneously to minimize delays robs the driver of personal discretion, personal dignity and personal safety.

Such abridgments of personal liberties are business-as-usual at UPS and for feeder manager John Hoeschele. And Ervin Krause? ... Well, that's one expense in the cost of doing business that was not charged to Hoeschele's operation.

NLRB Settlement Enforces Right To Distribute at Other UPS Centers

"WE WILL NOT, except where justified by business reasons, prevent off-duty employees from distributing union-related information in employee parking areas.

"WE WILL NOT threaten employees with discipline or discharge for distributing union-related material in employee parking areas."

NLRB notices to employees bearing this message will soon be posted at UPS facilities in Springfield, Ore., reaffirming our right to organize and communicate with union brothers and sisters at other UPS facilities. The NLRB approved the settlement agreement July 5, signed by UPS, on a complaint filed by TDUer Tom Shay of Eugene against the company for unfair labor practices.

The complaint originated when Shay, a Eugene package car driver, was prevented from distributing TDU literature at various UPS facilities. The company threatened him with discipline up to and including discharge if he continued his efforts. Management referred to the infamous "No Solicitation Rule" as the justification for its actions.

As in many cases involving Teamster reformers, Shay's local union refused to stand behind his legal rights. Fred Meiner, the Local 57 business agent, even cooperated with UPS management to keep Shay out of the Springfield center.

With help from TDU attorney Paul Levy, Shay convinced the NLRB to pursue the complaint. At first, UPS tried to deny that Shay was threatened. Then the company tried to blame the whole situation on lower supervision. However, witnesses backed Shay's version of the events, and the NLRB agreed to issue a complaint. UPS promptly offered to make a settlement.

The case is very similar to an NLRB settlement won by UPSer Doak Jones in Oakland, Calif, two years ago. It reinforces the legal rights of TDU members—and all rank-and-file UPS Teamsters—to organize and leaflet at UPS facilities other than their own. With the UPS contract just one year away, we must be able to communicate with all of our brother and sister Teamsters to build union solidarity.

If you are harassed or prevented from distributing TDU literature, call the TDU office. The ability to organize is one of our most basic rights.

UPS Contract Expires
July 31, 1990

WHY ARE THESE UPSers SMILING? Because during the two-day strategy meeting held June 24-25 by the TDU International Steering Committee, UPS Teamsters conducted a productive caucus to prepare for the 1990 UPS contract campaign and the TDU Rank & File Convention, Nov. 10-12, Pittsburgh. Plan to join them at the convention: (front) Jackie Jenkins, Local 891; John Braxton, Local 623; Joe Mathews, Local 891; (back) Dana Beougher, Local 79; Jerry Simon, Local 20; Michael Savwoir, Local 41; J. Anthony Smith, Local 639.

TDU Obtains Labor Relations Document

UPS Gears Up for '90 Contract

UPSers in various parts of the country report that management is expressing keen interest in UPS Teamsters' views on the 1990 contract in TLAs, PCMs and other such meetings. UPS is holding labor relations workshops to prepare management to tone down the rank and file's expectations. TDU has obtained a 12-page document distributed in these workshops titled "Issue Responses."

The document coaches management on how to deal with 12 issues of importance to UPS Teamsters: benefits, wages, time off, supervisors working, voluntary overtime, OJS, production standards, incentive bonus, limit use of part-timers, more inside full-time jobs, contract bonus, and vehicle condition/safety.

The attention paid to these issues shows the clout the rank and file are wielding in these negotiations. It also shows how hard UPS management is already working to keep the lid on the contract demands.

On each issue, the document instructs management, "Consider employee's history and actual experience and how this issue pertains to him/her." Then, "Personalize the issue with specific questions." And finally, each issue has a list of "Response areas." For example, on many items the threat of job loss is laid out in an equation: "Increased Cost = Increased Rates = Decreased Volume = Loss of Jobs."

On wages, the personal touch suggests, "How 'fair' do you consider your UPS wages to be in terms of your community's average wages and salaries?" And in the response area it makes the wild claim that "spiraling wages are 70% of our operating costs. .., It does not make sense to agree to monetary requests and demands that might ultimately put the company out of business."

The strategy is to touch the sincerity of UPSers' feelings for the company, and in a subtle but ruthless way arouse fears of job insecurity. The goal is to make us feel guilty about being so greedy that we would demand to share in the past decade's megaprofits.

Unionized UPS offers valuable employment in many areas of the country where non-union employment is the norm. So by continuing to build a strong national contract, UPS Teamsters contribute to the economic health of hundreds of U.S. communities by raising the standards. That's what unions do for our society.

UPS' equation is not credible. Afterall, it boasts what none of its competitors can even begin to whisper: net profits after taxes of $758.7 million in 1988. Indeed, net profits after taxes of $2.78 billion in the period 1985-88. UPS can't hide the size of the pie.

TDUers may receive "Issue Responses" through the TDU office. Others, please include a donation to cover copying and mailing. Better yet, isn't it time to join TDU and help work for a better contract? See page 12.

How the Butcher Made It Non-Union

A non-union man entered a butcher shop to purchase a calf's head. As the butcher was about to wrap it up for him the customer noticed the union shop card.

"Say, is that a union calf's head?" he asked.

"Yes, sir," answered the butcher.

"Well, I am not a union man and I don't want union meat," said the customer.

"I can make it non-union," said the meat man, picking it up and retiring to the back room. He returned in a few minutes and laid the head on the counter with the remark, "It's all right now."

"What did you do to make it non-union?" asked the prospective buyer.

"I simply took the brains out of it," said the butcher.

Grocery Bag

Seattle Rank and File Reject JC 28's Lack of Solidarity.

Seattle rank-and-file grocery Teamsters have forced a reluctant Joint Council 28 to honor a strike by clerks and meat cutters at Albertson's, Safeway and other area grocery stores.

The strike and lockout involving 8,000 members of the United Food and Commercial Workers (UFCW) has been a hard-fought battle over the past two months. The UFCW locals that represent the clerks and meat cutters have involved the community and other labor unions in a successful boycott of the struck stores, and in emergency support of the strikers' families, who only get $40 per week in strike benefits. But the missing link in the grocery workers' struggle has been the waffling of Teamster Joint Council 28 on whether to encourage Teamsters to honor UFCW picket lines.

For the first few days of the strike and lockout, International VP Arnie Weinmeister, head of JC 28, called on members to honor the strike. But that call was withdrawn, leaving Seattle-area grocery drivers on their own if faced with a delivery across a picket line. According to the *Seattle Times,* Weinmeister was unwilling to call on Teamsters to support a strike for higher pay than what he was able to negotiate for soft-drink drivers and production workers in his own Local 117—sort of a lowest-common-denominator requirement on his union solidarity.

But Seattle Teamsters didn't sit back and accept Weinmeister's scabby policy. More than 500 rank and filers signed a petition asking that the Joint Council honor the strike, and more than a 100 picketed the Joint Council headquarters with the same demand.

The rank and file pressure succeeded in prodding Joint Council policy. On Thursday, June 22, Weinmeister sent a telegram to Allied Employers Inc., the bargaining agent for the grocery stores, announcing that Teamsters would begin honoring the strike on the following Sunday. Safeway then started advertising for scabs to replace the Teamsters at its major warehouse, in case the UFCW sent pickets there.

The results of the June 23 announcement have been varied, according to reports. Some Teamsters are covered by no-strike clauses, and the Joint Council's support of other Teamsters is said to be vague and confusing. But with or without full Joint Council support, Seattle-area rank and file members have shown solidarity. According to a UFCW member involved in the strike, many Teamsters refused to drive across picket lines even without Joint Council support. Some even took a leave of absence from their jobs.

"Many individual Teamsters have been great, courageous," said the UFCW member. "I've seen quite a few of them stop their trucks at the picket line, and some of them have walked with us on the line, in their Teamster jackets. There are many fine rank and file Teamsters around here."

With a little leadership, they could be a powerful force for Seattle unions. Meanwhile, at press time, the strike continues in its 11th week.

Union Negotiators on Kroger National Contract, Read This.

Guess what! Kroger isn't a poverty case!

Kroger officials announced in July that for the first six months of 1989, sales and operating cash flow were "strongly ahead" of last year—sales increased by 7%, operating cash flow increased by about 25%. As a result, the company is well ahead of its payment schedule on debts incurred in its 1988 battle to ward off a hostile takeover.

Kroger attributes its financial health to improved productivity from its employee stock ownership plan, while industry analysts point to Kroger's sale of less profitable stores and manufacturing plants. Kroger officials claim they are not planning further sales.

Another factor may be the nearly year-long delay in settling Kroger's master contract with drivers. As reported in the April 1989 *Convoy Dispatch*, Kroger saves almost $2 million every month that it keeps its drivers' pension contributions at $61 per week. Teamsters who retire at this rate will suffer lower-than-top-rate pension benefits from the Central States Pension Fund.

The company is planning to renegotiate the terms of its restructuring debt payments. We wonder if Kroger and the union are about ready to seriously negotiate a national contract for thousands of hard-working Teamster employees.

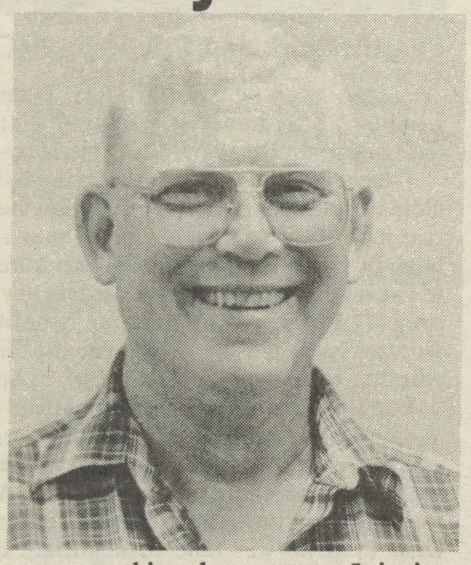
Newspaper Reports Garbage Backhauled in Food Trucks.

We shudder to report that food industry drivers in Pennsylvania have been quoted as saying their dispatchers routinely directed them to pick up garbage bound for landfills. The story, reported by the State College Centre *Daily Times*, provides as evidence anonymous statements by drivers, and photographs of refrigerated trucks at solid-waste transfer stations. While public health officials say the story lacks evidence, they are investigating the alleged practice. A vice president for a major produce trucking company denied that his company backhauled garbage, but noted "... there's a lot of garbage out there, and somebody has to haul it away."

Anybody for lunch?

Resist Givebacks During Carhaul's Down Cycle

George Beam
Local 327, NuCar
Smyrna, Tenn.



Carhaul is a cyclical business with its ups and downs. During the good times the drivers are in control and the companies soak up profits in spite of themselves. During the slow periods, the companies try to intimidate the drivers into concessions so they can make even more profits during the next cycle of good years.

The procedure is to preach that the competition is advancing its hold on the industry. This competition can be the railroad, another company, another terminal, or the fast-growing non-union segment of the industry. The next step is to lay off drivers and then offer new work if they accept the concessions. If turned down, they lay off more drivers and return to take votes at intervals until they get what they want.

The result of accepting concessions is decreasing the drivers' standard of living, undercutting their working conditions, and undermining the master contract. It allows the companies to lay off drivers and still haul out of their terminals. It also benefits the companies because they can operate with fewer employees and less equipment.

The carhaul companies are not in danger of going broke. They may not be getting the return on their investment they would like, but by using fancy accounting methods they can prove anything they want to. It is time for the companies to improve their business practices, rather than trying to get piecemeal what they didn't get through contract negotiations. The time to talk about changes in pay and conditions is during contract negotiations. In the period between negotiations, the companies should live by the agreement just as the drivers have to.

In Smyrna, Tenn., NuCar drivers recently rejected an absurd and illegal company proposal that all trips should be running mile. The company has gotten even by giving up traffic to the Northeast rather than recall drivers on layoff. It's called biting off your nose to spite your face and it may be the reason Leaseway is in trouble.

NuCar Owner-Operators Meet To Air Frustrations, Make Plans

A recent drivers room meeting with **Port Newark NuCar** owner-operators raised a number of frustrations and problems. A snafu at the Eastern Conference level delayed the hearing on their grievance against management's unilateral imposition of an increased ancillary charge on Toyota traffic. NuCar took the opening to declare it would do likewise on Nissan traffic. In its "justification," dated April 18, NuCar listed "Safety Supv, Terminal Supplies & Utilities, Operations-Supv & Clerical, Total Terminal" and other illuminating cost categories.

What a joke. Its list is meaningless and indecipherable. And what fits in the category that the company's 35% of the revenue is supposed to pay for? Bills of lading for identical dealers from 1983 and 1989 show the drivers are making 50 cents less per unit today. Ironically, the dealers are on Long Island. Like most islands, this one is surrounded by water, which in New York is crossed by a toll bridge. The contract says management should pay the $40 to $50 tolls because there's no other way onto the island. Management says the tolls are included in the tariff, but the tariffs to dealers with similar mileage without toll bridges are the same.

The drivers also expressed outrage at the recent panel chaired by Jim Doorhy of Tarrytown Local 445, which interpreted away Article 49.9 of the Eastern Conference contract that states drivers will not be required to purchase bobtail insurance.

Finally, the NuCar owner-operators felt betrayed because the Teamsters for Liberty ticket in Local 560 had promised that an additional business agent would be brought up from the ranks of carhaul. Although many people have been added to the Local 560 payroll, this promise is unkept.

The meeting ended on an upbeat note with the suggestion that a meeting be set up between our union carhaul leadership and a number of owner-operators from around the country to plan for the next contract negotiations.

Shakeup at Wellesley Island

Four management personnel at Anchor Motor Freight's Wellesley Island terminal were suspended July 12 by Leaseway Transportation pending an investigation.

Convoy Dispatch has received unconfirmed reports that the four are under investigation for alleged financial wrongdoing. But Carmen LoParo, Leaseway's director of security, said the corporation would not comment on the nature of the investigation or on how long it might continue.

Carhaul News

TNT Buys Crown, Sells Robin.

The Australian transportation conglomerate, TNT, bought out Crown Auto Body and other car-prep operations at the Port of Long Beach in April. TNT immediately discharged several long-time employees out of seniority order. The employees had given up 5% of their pay to get Crown out of trouble and had been assured their jobs would be protected in a takeover.

Crown's contract with Local 495 expired April 1. George Park, BA for Local 495, wrote to the members, "No new contract could be negotiated with Crown because of the impending sale. ... Local 495 can take no further action on your behalf."

Meanwhile, TNT has gotten out of its "Autobox" business, Robin Transport, which is now operating independently with Joe Widina, formerly of Leaseway, reportedly in charge. It's time for the IBT to start preparing for the expiration of Robin's partial contract with the UAW later this year.

All carhaul should be under the IBT carhaul contract and this point should be made strongly to the UAW. This is an important opportunity for Teamster carhaulers. We should have advance planning from above and participation from below and we will not only bring Robin drivers into our fold, we will bring them under a standard contract.

Cooper Pays DOT Settlement on Safety Violations.

The DOT announced May 23 that Jack Cooper Transport Co., Inc., Kansas City, Mo., agreed to pay a $9,750 settlement on charges that it violated the Federal Motor Carrier Safety Regulations.

The company was charged with "failing to report an accident," and "requiring or permitting driver to make false entries upon record of duty status."

JATCO Gets Election for Steward.

Congratulations to JATCO members in Local 710 who have finally gotten a new election for steward after years of petitions. Could it be Local 710 is worried with the prospect of supervised elections for convention delegates coming up?

It's Time for 'Picket or Pay.'

Quality Auto Transport, Ryder's non-union challenge to the IBT, will be faced with area-standards picketing when it opens in Virginia Beach, we are told. Meanwhile in Detroit, QAT is still running.

In a leaflet earlier this year the Carhaulers Coordinating Committee advocated that a "picket or pay" policy be adopted to beef up the effort against QAT. Members would either picket for four hours or put the pay into a fund to pay laid-off members to picket and follow QAT trucks to dealers.

Ryder is aiming to wear us down. If we let them do it, it will cost much more than a few bucks.

Protest Filed on Illegal Vote on Half-Rate at Port Allen.

Ryder's effort to sneak through an illegal, blanket half-rate deal has shifted to Complete Auto Transit in Port Allen, La., where members are in New Orleans Local 270. A deal making every backhaul half rate is clearly against the contract, because such deals must cover specific traffic, which must be off rail, and must be voted on by all terminals before implementation.

The vote conducted in Port Allen was improper in several respects and a protest has been filed. Could Ryder be shifting its attack to the less vigilant territory of Southern Conference Grievance Chairman Jerry Cook? He approved Auto Convoy's wage-cutting rider without a vote and forced drivers there to sue the union and the company to get their rights.

Georgetown CCI Runs Illegal Vote.

At Georgetown, Ky., CCI management ran an illegal vote and claims to have deals with several locals. None of those would be valid since votes have not been conducted, which are required by both the contract and the union constitution.

None of that has stopped management from paying most backhauls half rate and then forcing drivers to grieve for their money.

It is a testiment to **Memphis Local 984 drivers** that Memphis is the only location out of which all loads are paid properly.

Owner-Operator Wins at National Committee.

Memphis owner-operator Charles Hayes won a decision at the National Grievance panel in April that the company may not take both a 10% trip-lease deduction and ancillary or handling charges when hauling out of a foreign carrier.

Sad to say, Chicago Local 710 lost identical grievances some time ago at the worse-than-useless Wisconsin panel.

Star Tribune Drivers Vote for Solidarity

continued from page 1

the *Star Tribune*, urge you to reject this union-busting proposal."

The cross section of unions circulating and signing the petition underscored the breadth of feeling about the issue. Signing the petition were Pressmen, Mailers, Printers-CWA, Operating Engineers, Machinists, Electricians and members of the Newspaper Guild. With the Guild contract expiring August 1, and other unions facing upcoming negotiations, the sentiment against the proposal was strong.

In another show of solidarity, some 333 rank and file Teamsters outside the *Star Tribune* in the Twin Cities signed their own petition urging the drivers to vote down the proposal. "This is a step backward that would weaken the bargaining power and solidarity of all unions at the *Star Tribune*, including the Teamsters," their petiiton read in part. "We must never give up one of the few solidarity weapons the union has in its arsenal. Good union men and women gave their very lives for these rights in the past." Among those signing the petition were members from IBT Locals 120, 544, 792 and 1145.

Teamsters and representatives of the other newspaper unions stood outside the *Star Tribune* truck gates for three days and nights handing out leaflets and copies of the full set of signed petitions. One leaflet pointed out that the Teamsters who built Local 574 in Minneapolis, the union that won the 1934 truck drivers' strike, had a clause in their bylaws that all members swore to, promising never to cross a bona fide union picket line.

Opposition to the proposal mushroomed inside Local 638. At an informational meeting on the tentative agreement, a driver got up and said the propoal was so bad, it should not be voted on. He received four seconds to his motion, but was ruled out of order by the chair.

The night of the vote, some 40 union members from various newspaper unions, including IBT Local 638, and Teamsters from other locals, handed out leaflets and held up signs that said, "Don't cross a union picket line, vote no." Many Teamsters smiled and promised to vote no as they walked into the meeting.

Inside, at the meeting, the federal mediator, Earl Smith, told the drivers they should not be swayed by the people standing out on the street, remarks that irritated many of the drivers. After a few other comments were made, a chant of "vote, vote, vote" broke out and the members cast their ballots, overwhelmingly rejecting the offer.

The campaign to vote down the proposal was not designed to embarrass the top officials of the local or to embarrass the Teamsters. There is considerable respect for the collaborative work of some of the top Teamster officials in the past. Indeed, it is hoped the differences can be healed, so the newspaper unions can resume their practice of working together, deepening the solidarity that is necessary to beat back the anti-union maneuvers of publishers like the Star Tribune Co.

TODCO Lies to NHTSA

Jifflox Litigation Plods Along

In the spring of 1987, the National Highway Transportation Safety Administration (NHTSA), in response to pressure from TDU, appeared ready to order a recall of all Jifflox dollies then in use.

But TODCO, the manufacturer of Jifflox, was able to avoid the recall by promising NHTSA that it would retrofit rear legs on the dollies as soon as possible. The additional leg, TODCO claimed, would help stabilize the dollies and make them safer to use.

Attorneys litigating the Jifflox cases in Columbus, Ohio, recently asked TODCO during discovery for a list of all the yards where the legs had been retrofitted. TODCO responded that the legs had not been installed anyplace, on any dollies. The attorneys then asked for designs or facsimiles of one of the legs themselves so they could examine it. TODCO replied that none of the legs had yet been manufactured or designed. In addition to failing to produce the stabilizing legs, TODCO has produced no new literature, warnings or warning labels to alert drivers to the hazards of Jifflox.

What Happened To NHTSA Investigation?

NHTSA's investigation has been in limbo since TODCO made its promises in 1987. In an attempt to resuscitate NHTSA's investigation, TDU has agreed to join attorney Michael Moore, who is representing several plaintiffs, in presenting a petition for rulemaking to the agency in the hopes of persuading it to oversee a new and safer design for Jifflox and all converter dollies.

In the meantime, the 40 lawsuits that were combined for discovery purposes in Columbus will be sent to their home districts for trial this summer. TDU will continue to monitor the Jifflox situation, aid the lawsuits and report new developments as they occur.

Summary of Major Terms in Consent Decree:

How the Teamster Constitution Is Changed

DELEGATE ELECTIONS. All delegates to IBT Conventions, starting in 1991, shall be elected by direct rank-and-file balloting shortly before the convention (not more than six months before, except for those delegates elected during fall 1990 local union elections). Officers will no longer automatically be delegates.

NOMINATIONS FOR OFFICERS. Nominations shall be at the convention, with 5% of the delegates (voting by secret ballot) needed to nominate. The election shall be by in-person ballot-box voting at local unions, with absentee ballots where necessary, supervised.

ELECTION OF OFFICERS. The IBT General President, General Secretary-Treasurer and all 16 VPs shall be elected four to six months after the convention by direct rank-and-file voting. Five of the VPs shall be elected at-large, and 11 elected by Conference Area: Canadian, one; Southern, two; Western, two; Eastern, three; Central, three. For example, only members in the Central Conference will vote on Central Conference VPs.

Any vacancy in the office of IBT President shall be filled by special election.

THE ELECTION OFFICER. A court-appointed Election Officer shall supervise the election in 1991 and 1996. The Election Officer shall be able to hire staff, distribute materials to the membership prior to the election, have access to all records, have office space at the IBT headquarters, and certify the results.

ADMINISTRATOR AND INVESTIGATIONS OFFICER. These officers have been appointed by the court. The Investigations Officer shall have the power to conduct investigations of the operations of the IBT and its affiliates, and initiate disciplinary actions or trusteeship proceedings regarding corrupt or dishonest officers or locals.

The Administrator shall hear any charges, using a "just cause" standard. The Administrator may also have review power over IBT actions to prevent racketeering activity. Both officers shall have staffing, independent auditors, office space, access to information, and shall issue reports to the membership. These officers shall serve until 1991-'92, when a permanent Independent Review Board shall be formed.

TIMETABLE. All of these changes are now in the IBT Constitution, by court order. As a formality, they will be ratified by delegates at the 1991 IBT Convention, but they cannot be rejected or changed without placing our union in contempt of court. The court would simply order them enforced and place sanctions on our union.

Two-Tier? Under What Article in Carhaul?

The Central/Southern minutes for February 14-16 raise serious questions:

"Case #703. Local 604 & Auto Terminals Inc. Joint request for approval of memo of understanding regarding explanation of Veterans Day holiday conversion and 80% two tier wage structure.

"DECISION: The memorandum of understanding is approved as submitted."

Under what article of the contract is authority given to institute a two-tier wage system? It is this kind of unthinking decision that opens the door to things like the part-time, incentive-paid yard workers, introduced by former C/S chairman Charlie Thompson of Oklahoma City.

CCI, Not Clericals, Is At Fault for Theft In Jacksonville

There is plenty of short-paying going on all over. We've been noting a lot of it at Ryder Systems. In our last *Convoy Dispatch*, we made a mistake if anyone thought we were blaming clerical help at the **Jacksonville** CCI terminal for any short payments to our health and welfare fund. Theft at Ryder Systems is a matter of policy from the top, not mistakes by honest hourly employees.

At CCI in Rancho Cucamunga, Calif., drivers on the East Board have been having plenty of trouble getting their pay straight. Here again we believe the problem is with management, even though they try to pass the buck to a clerk or a computer. Isn't it funny how often we are underpaid and how seldom we are overpaid?

TDU Meets

Eastern Mass./Rhode Island
TDU Annual Picnic
Saturday, Aug. 26
Noon - 5 p.m.
Hockomock YMCA
300 Elmwood St.
Off Rte. 1 in North Attleboro, Mass.

Eastern Pennsylvania
Saturday, Aug. 12
Amber Inn
Route 611, Swiftwater, Pa.
Information: (717) 595-2411

Eastern Pennsylvania
TDU Annual Picnic
Sunday, Aug. 13
Information: (717) 595-2411

Jackson, Miss.
Saturday, July 22
9 a.m. - 1 p.m.
Holiday Inn-Medical Center
2375 North State Street
(across from Medical Center)

Memphis
Two Meetings:
Monday, Aug. 14 &
Tuesday, Aug. 15
7 p.m.
Wheel Estate Mobil Home Park
In the meeting room
Brooks Road and I-55, across from the Holiday Inn, Memphis

Milwaukee
Legal Rights—Delegates
Saturday, August 12
2 p.m.
7600 W. Layton
Greenfield, Wis.

Orlando, Fla.
Two Meetings:
Monday, July 24
9 a.m. & 1 p.m.
Comfort Inn
8421 S. Orange Blossoom Trail

San Francisco
Saturday, Aug. 12
10 a.m. - Noon
Potrero Hill Neighborhood House
953 DeHaro St. at Southern Hts. Ave., San Francisco

Membership Survey

Developing Our Platform For Democracy & Strength

In June 1991 the entire constitution of our Teamsters union will be rewritten at a convention consisting entirely of delegates elected from each local union. Four months later a new leadership will be elected, for the first time in history, by rank and file vote. The entire process will be conducted under impartial supervision.

TDU is working now to make this process a real change that will restore the rank and file to the driver's seat. This survey is being conducted to help guide us in developing a positive program for the future of our union. We urge you to take the time to complete it and mail it to the Platform and Constitution Committee at the address below. Attach additional sheets as needed. Copies of this survey are available from the TDU national office.

1. What are the most important issues to you and your fellow Teamsters where you work regarding the future of our union? (Please list no more than four; feel free to explain any of them.)

2. In 1988 the International union took in some $74 million in dues income and spent nearly half of it on special officers-only pension plans, high salaries and private jets. In developing an alternative budget, what do you consider to be the top priorities for expenditures from the IBT treasury?

3. The structure of our union is contained in the IBT Constitution. What do you suggest should be written into the constitution to make the top officials more accountable to the members, and our union more unified?

4. In 1986 some 100 delegates to the IBT Convention backed certain reforms, including the Right to Vote for IBT officers and Majority Rule on contract votes. Rank the reforms below in your priority order (with #1 as top priority), and feel free to add others in your ranking.

____ Double our strike and out-of-work benefits.

____ Bargain for job security clauses, such as preferential hiring for Teamsters displaced by closures, and elimination of excess overtime during layoffs.

____ Make drastic changes in personnel and policies of our joint grievance committees; work for innocent-till-proven-guilty clauses in contracts.

____ Business agents may be elected or appointed, in accord with local bylaws (repeal rule preventing locals from switching to elected BAs).

____ Establish bargaining councils at the local, steward and rank and file levels to develop solidarity and bargaining strategy.

____ Right to a separate vote on supplements and riders to master contracts.

____ A ceiling on officials' salaries of $100,000, except General President, to be $125,000. No multiple salaries.

____ No restriction on seasonal workers' right to run for union office; and no disqualification due to a temporary layoff or unemployment.

____ A resolution in opposition to two-tier contracts, with strong IBT action toward the goal of eliminating such contract provisions.

____ Organize the unorganized by launching coordinated campaigns in Teamster jurisdictions, especially targeting non-union subsidiaries of unionized corporations, utilizing a professional staff, sophisticated tactics, and working with locals and the rank and file.

____ Other major reforms you would suggest:

5. If strong candidates supporting this kind of platform run for IBT office, do you believe Teamsters where you work or in your local union will vote for new leadership in the International union?

6. Would you be interested in being part of or assisting a committee to elect IBT Convention delegates from your local union? (An election for delegates in your local will be held in late 1990 or early 1991.)

Name _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone (_____) _____ Local Union _____

Please complete, adding additional comments if you like, and mail to: Platform Committee, P.O. Box 10128, Detroit, Mich. 48210. Anonymous input accepted also. (Initial members of the committee are: Doug Allan, Los Angeles Local 208 and delegate to 1981 and 1986 IBT Conventions; Joe Fahey, president of Watsonville, Calif., Local 912; Don Landis, Allentown, Pa., Local 773; Ken Paff, TDU Organizer; Bill Stromatt, Atlanta Local 728.)

If Polish Workers Can Do It, Rank and File Teamsters Can, Too!

It takes active organizing to reach out to the diverse Teamster membership. TDU is working to inform, to build solidarity, to prepare to use the Right to Vote. Momentum is on our side. If Polish workers can win big in their first democratic elections, rank and file Teamsters can do it, too.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local Union # _____
(please print)

Address _____

City _____ State or Province _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other _____

Optional: Spouse's name _____

____ $30 membership fee for one year's membership & subscription to CONVOY DISPATCH.

____ $75 three year membership fee. ($10 of this shall be rebated to the local chapter.)

____ $15 for spouses; retirees; & Teamsters who gross less than $12,000 a year.

☐ Check or money order ☐ Cash

☐ Mastercard/Visa: # _____ Exp. date ____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

(TDU membership is kept confidential from employers and union officials)